



THE CORPORATION OF THE TOWNSHIP OF JOLY

EMPLOYMENT OPPORTUNITY

Equipment Operator / Labourer — Roads Department

Permanent Full-Time (40 hrs/week) | Non-Unionized | \$26.35 – \$32.50 per hour | OMERS Defined Benefit Pension from Day One

The Township of Joly is a small, single-tier rural municipality in the Almaguin Highlands, located just east of Sundridge in the District of Parry Sound. Our two-person Roads team maintains the Township's road network year-round — summer grading, gravel, brushing, and drainage work, and winter plowing, sanding, and salting. We are seeking a reliable, safety-minded Equipment Operator / Labourer to join our team.

Position Summary

Reporting to the Roads Foreman, the Equipment Operator / Labourer operates and maintains Township vehicles and heavy equipment and performs general labour in support of all Roads Department operations. This is a hands-on, year-round outdoor position where no two days are the same.

This is a non-unionized position based on a standard 40-hour work week. Should a candidate request it, a reduced schedule of no fewer than 32 hours per week is an option the Township would consider. Overtime and standby apply during winter operations and some non-winter emergency situations.

Key Responsibilities

- Operate plow/sander trucks, grader, backhoe/loader, and other municipal equipment for winter control and summer road maintenance
- Perform daily circle checks, routine servicing, and minor repairs; report deficiencies to the Roads Foreman
- Complete general labour duties including brushing (chainsaw and hand tools), culvert and ditch maintenance, sign installation and repair, patrolling, and roadside cleanup
- Be a courteous face of the Township on the road — receive resident inquiries or concerns respectfully and refer them to the appropriate staff
- Maintain accurate records (daily logs, patrol records, time sheets) in accordance with the Minimum Maintenance Standards (O. Reg. 239/02)
- Be available for after-hours winter control call-outs on a rotating standby basis during the winter season (December 1 – March 31) and for emergency situations as required
- Work safely in accordance with the Occupational Health and Safety Act and Township policies

Qualifications

- Valid Ontario Class DZ driver's licence in good standing (AZ an asset); a current driver's abstract will be required
- Demonstrated experience operating heavy equipment — plow/sander experience strongly preferred

- Grader operating experience is a significant asset — much of our gravel road network depends on skilled, regular grading
- Comfort with conventional controls is an asset — the Township's current backhoe/loader is a four-stick machine
- Mechanical aptitude for routine equipment servicing and minor repairs
- Ability to work independently with minimal supervision, and physically capable of demanding outdoor work in all weather
- Availability for standby, overtime, and emergency call-outs during winter months
- Residence within a reasonable response distance of the Township is an asset given winter call-out requirements

Who We Are Looking For

Technical skill matters — but so does attitude. The successful candidate will bring:

- A genuine attitude of service — a desire to serve the community and take pride in the condition of its roads
- The ability to work as part of a small, close-knit team where everyone pitches in
- The emotional intelligence and stability to manage relationships all around — with Council, residents, co-workers, and the public
- A commitment to the values of municipal government: humility, integrity, transparency, accountability, stewardship, and maintaining appropriate levels of service in all business areas

What you hope to get out of the role matters to us. If it is self-fulfillment, contentment in doing great work, and pride in the work you do — even when it may not be explicitly noticed — you will fit right in. We are looking for someone who values service, and who understands that reward comes most effectively through working diligently with service in mind. Both proficiency and attitude will be key variables in our assessment.

In return, we offer a competitive wage and a place to build a career. Joly is a great small township — one where an operator can thrive, learn, and live the dream of running the full range of equipment in the sector they love, for a community that will notice and appreciate the work. Enjoy nature — live Joly.

Compensation and Benefits

The Township offers a competitive, non-unionized compensation package. Wage range: \$26.35 to \$32.50 per hour (2026 rates), with a starting rate of \$26.35 per hour and progression through the range based on qualifications, experience, and performance. This range was set with reference to prevailing wages for heavy equipment operators in the Northeast Ontario region and comparator municipalities in the Almaguin Highlands area. In keeping with our commitment to transparency, the benefits package and its timing are set out below:

- OMERS defined benefit pension plan — enrolment begins on day one of employment, with employer contributions matching the employee's own
- Extended health, dental, travel, life, accidental death & dismemberment, and long-term disability insurance — following completion of three (3) months of employment
- Paid sick leave — for use when ill or to attend appointments, including a family member's illness or medical appointments; accumulates at one (1) day per month beginning the month following completion of three (3) months of employment
- A competitive vacation allocation that grows with years of service
- Paid holidays beyond the ESA statutory holidays, including Easter Monday and Remembrance Day — available from day one, subject to the conditions set out in the Township's employee policy

- An annual paid Health & Wellness Day and access to employee wellness initiatives
- Investment in your growth — the Township maintains an annual professional development budget for the department of up to \$6,000, inclusive of training and membership fees, distributed among staff as suitable for pre-approved, job-related training
- Additional benefits and entitlements will be disclosed to the chosen candidate later in the recruitment process

The successful candidate will complete a six (6) month probationary period, with performance evaluations at three and six months and a possible wage increase following the six-month review. Employment is subject to an employment agreement, satisfactory references, and a criminal record check.

Recruitment Timeline

In the interest of full transparency, the Township is pleased to share its complete recruitment schedule:

Stage	Date
Posting opens	Tuesday, July 21, 2026
Posting closes (application deadline)	Friday, August 14, 2026 at 4:00 p.m.
Candidates selected for interview contacted by	Tuesday, August 18, 2026
Interviews	Early in week of August 24–28, 2026
Equipment evaluation (practical test)	Later in week of August 24–28, 2026
Conditional offer of employment	By Friday, September 4, 2026
Anticipated start date	September 2026 (negotiable)

Candidates invited to interview will also be asked to complete a practical equipment evaluation as part of this process. Only those selected for an interview will be contacted.

How to Apply

Please submit a cover letter and resume, clearly marked "Equipment Operator / Labourer," by email to:

municipal.admin@townshipofjoly.com

Applications may also be submitted by mail or dropped off in person at the Township Office: 871 Forest Lake Road, P.O. Box 519, Sundridge, ON P0A 1Z0 (705-384-5428). Applications must be received no later than 4:00 p.m. on Friday, August 14, 2026.

A tip for applicants: in your cover letter, tell us about the equipment you have operated and what appeals to you about serving a small community. It is the fastest way to show us both of the things we will be assessing — proficiency and attitude.

Questions about the position or the equipment fleet may be directed to the Roads Foreman at roads@townshipofjoly.com.

The Township of Joly is an equal opportunity employer. Accommodations are available on request for candidates taking part in all aspects of the selection process in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code. Personal information submitted is collected under the authority of the Municipal Act, 2001 and will be used solely for the purpose of candidate selection. We thank all applicants for their interest; however, only those selected for an interview will be contacted.